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OFFICE OF THE ASSISTANT SECRETARY  
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~~MEMORANDUM THRU DEPUTY CHIEF OF STAFF, G-1~~

FOR COMMANDER, U.S. ARMY HUMAN RESOURCES COMMAND  
DIRECTOR, ARMY NATIONAL GUARD  
CHIEF, ARMY RESERVE

SUBJECT: Promotion Policies for Reserve Component (RC) Enlisted Soldiers on Active Duty for Operational Support (ADOS) in Excess of 12 Months

1. References:

- a. Memorandum, USD (P&R), 26 April 2005, subject: Definition of the Term Operational Support.
- b. Memorandum, DCS, G-1, 13 September 2005, subject: Definition of the Term Operational Support.
- c. Memorandum, DCS, G-1, 30 November 2005, subject: Management of Reserve Component (RC) Soldiers on Active Duty for Operational Support.
- d. AR 140-158, Enlisted Personnel Classification, Promotion, and Reduction, 15 November 2005.
- e. AR 600-8-19, Enlisted Promotions and Reductions, 10 January 2006.
- f. NGR 600-200, Enlisted Personnel Management, 1 March 1997.

2. This memorandum clarifies and prescribes policy and procedures for the promotion of RC enlisted Soldiers who are serving on ADOS, as defined in references 1a-c, in excess of 12 months. This policy is effective immediately and will not be retroactive. It will remain in effect after publication of the consolidated AR 600-8-19, which is expected to be published soon. The consolidated AR 600-8-19 will combine the Active Army and RC promotion systems into a single Army regulation. This policy will be incorporated into the first revision of the consolidated AR 600-8-19.

3. With the creation of the new operational support strength accounting category, RC enlisted Soldiers on extended ADOS no longer count against the Army's active duty end strength. As a result, the Active Army promotion policies in AR 600-8-19 are no longer applicable to such Soldiers. In order to ensure an equitable opportunity to compete for

promotion, all RC enlisted Soldiers on ADOS will now be considered for promotion under their respective RC promotion systems.

a. Soldiers who enter on ADOS from United States Army Reserve (USAR) Troop Program Units (TPUs) will be considered for promotion under the provisions of AR 140-158, Chapter 3, or the corresponding provisions of the consolidated AR 600-8-19 soon to be published. This also applies to TPU Soldiers who were voluntarily reassigned to the Individual Ready Reserve (IRR) for purposes of entering on ADOS.

b. Soldiers who enter on ADOS from the IRR, except those mentioned in paragraph 3a above, and Individual Mobilization Augmentee (IMA) Soldiers, will be considered for promotion under the provisions of AR 140-158, Chapter 5, or the corresponding provisions of the consolidated AR 600-8-19 soon to be published.

c. Soldiers who enter on ADOS from the Army National Guard (ARNG) will be considered for promotion IAW current ARNG promotion policies. This also applies to ARNG Soldiers who were voluntarily reassigned to the IRR for purposes of entering on ADOS.

#### 4. Promotion and Orders Issuing Authority.

a. USAR Commanders have promotion and orders-issuing authority for TPU Soldiers. However, U.S. Army Human Resources Command-St. Louis (HRC-St Louis) is the orders issuing authority for TPU Soldiers on ADOS until they are returned to USAR command and control and automated systems.

b. The Commander, HRC (AHRC-MSL), is the promotion and orders issuing authority for all IRR and IMA Soldiers, and for all TPU Command Sergeants Major.

c. The National Guard Bureau (NGB) is the promotion and orders-issuing authority for all ARNG Soldiers.

5. When a position vacancy is otherwise required for promotion, RC Soldiers on ADOS selected for promotion must be charged against a valid position vacancy in the promotable grade prior to promotion. This action, however, will not encumber the valid position vacancy. A promotable RC Soldier who is not on ADOS may be promoted to fill the valid position vacancy. The intent is that promotable RC Soldiers on ADOS will be promoted at that point in time when they would have been promoted had the Soldier not been on ADOS.

6. Upon completion of the ADOS tour, RC Soldiers who were promoted while on ADOS will have 12 months to be assigned, either voluntarily or involuntarily, to an appropriate

position in their promoted grade and IAW established regulatory guidance. If not assigned to such a position within 12 months, these Soldiers are subject to either administrative reduction IAW established policy in order to fill vacant positions in the lower grade, or transfer in the promoted grade to the IRR or inactive National Guard. Soldiers who are administratively reduced will not be authorized grade restoration.

7. This policy is not intended to be used as a vehicle to facilitate promotions when valid authorized requirements are not available. As such, Soldiers on ADOS orders will only be promoted against documented requirements. Soldiers may not be promoted against any temporary positions created within a unit, to include a Joint Forces Headquarters, or against Regular Army requirements.

8. USAR and ARNG Soldiers will retain an existing promotable status upon entry on ADOS so long as they remain under the same promotion system on ADOS from which they were selected for promotion. For example, an IRR Soldier who is selected for promotion under the IRR promotion system and then transfers to a TPU position prior to entering on ADOS, will have the promotable status removed upon entering on ADOS because the Soldier will be under a different promotion system.

9. Soldiers serving on ADOS will remain on the promotion list of the promotion authority who recommended them, unless promoted or until the list expires, at which time they will be administratively removed.

10. Responsibilities.

a. The promotion recommending authority will take the following actions:

(1) Verify that the Soldier is otherwise eligible for promotion prior to recommending the Soldier for promotion.

(2) Notify the Soldier's operational unit of assignment when the Soldier has been recommended for promotion.

b. The orders-issuing authority will take the following actions:

(1) Verify that the Soldier is otherwise eligible for promotion prior to publishing promotion orders.

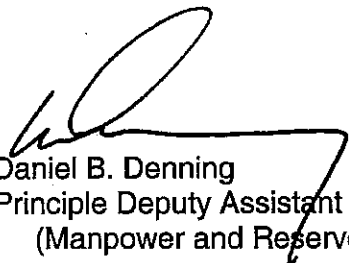
(2) Issue and distribute promotion instruments IAW existing regulatory guidance.

(3) Update appropriate databases.

(4) Provide a copy of promotion orders to the promotion authority (if different than the orders issuing authority) commander of the operational support unit in which the Soldier is serving on ADOS, and the commander of the originating RC unit from which the Soldier entered on ADOS.

11. Requests for exception to this policy will be addressed to the Office of the Deputy Chief of Staff, G-1 (ATTN: DAPE-MPE-PD), 300 Army Pentagon, Washington, D.C. 20310-0300.

12. Requests for exceptions to procedural guidance will be addressed to the United States Army Reserve Command, G-1 (ATTN: AFRC-PRP-E), 1401 Deshler Street SW, Fort McPherson, GA 20310-0300 for USAR Soldiers or the National Guard Bureau (ATTN: NGB-ARH), 1411 Jefferson Davis Highway, Arlington, VA 22202-3231 for ARNG Soldiers.



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